Report of the British Columbia Task Force on Employment & Training

Technical Papers

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LABOUR MARKET PROGRAMS IN FEDERAL AND PROVINCIAL/TERRITORIAL JURISDICTIONS

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LABOUR MARKET PROGRAMS IN FEDERAL AND PROVINCIAL/TERRITORIAL JURISDICTIONS

Introduction

In the course of its deliberations on employment and training issues facing British Columbia, the Task Force on Employment and Training asked its Secretariat to prepare a report on labour market programs in all jurisdictions in Canada. This report presents the information gathered in that study.

The information contained in this report reflects the labour market programs which were in place in the fall of 1990. Because labour market programs are revised frequently in many jurisdictions, some of the programs listed here may no longer be available and new programs introduced since 1990 will not be found in this report.

The information also reflects the amount of detail respondents in the various jurisdictions were able to provide. We gratefully acknowledge the effort of officials in making this information available. We also note that some omissions are inevitable because of the number of programs offered and the diversity of agencies involved in many jurisdictions.

The organization of programs in this document reflects the approach to labour market policy and programs the Task Force was considering at the time the information was assembled. The classification headings used are:

- strategic focus (as expressed in a published document);
- programs providing early warning of group lay-offs;
- programs providing early counselling to those about to be laid off;
- training and retraining programs for the unemployed;
- programs to assist specified groups in the labour market;
- programs to encourage employers to train their own employees;
- delivery of employer-based training;
- collection of labour market information, dissemination of information on labour market programs, and forecasting labour market developments;
- models for achieving consensus and advising government; programs to encourage mobility and relocation;
- incentives to train in shortage occupations;
- labour market planning and training for major projects;
- income support for trainees; and,
- programs to encourage employed workers to retrain.

We recognize that these categories are not mutually exclusive and that some programs could be classified in more than one area.

FEDERAL

Strategic focus

Federal policy is currently that of the Canadian Jobs Strategy (CJS) which became operative in September, 1985.[1]

CJS is founded on five fundamental principles:

* training and job creation that is economic in orientation with an emphasis on small business training and support of entrepreneurship;
* programming that is innovative, flexible and responsive to regional and local needs;
* a recognition that there should be more sharing of responsibility for training and employment development between governments and the private sector;
* a commitment to equality of access to training and employment development programs;
* programs that are simple, understandable and avoid wasteful duplication.

Those regarded as most in need are:

* the long-term unemployed;
* young people who are out of school and unable to find work;
* the growing number of women re-entering the workforce;
* workers needing skills training to avoid layoffs or job displacements; and
* workers in communities suffering severe economic decline, who need new opportunities for long-term employment.

In 1989 the federal government announced changes to its labour market policy framework under the title of the Labour Force Development Strategy.

The Labour Force Development Strategy is designed to achieve four goals:

* a substantial increase in the private sector's role in training workers and in ensuring that training is more responsive to current labour market needs;
* a realignment within the Unemployment Insurance program, so that more expenditures are directed to active training and re-employment measures for the unemployed;

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1 This report was prepared for the Task Force in the fall of 1990. Employment and Immigration Canada published *EIC on the Move to Meet the Employment Programming Objectives of the Labour Force Development Strategy*, in December, 1990. That document sets out the federal government's plans to implement the Labour Force Development Strategy.

* in compliance with the Charter of Rights and Freedoms, a significant improvement in U.I. benefits, to better respond to the needs of working parents and to encourage the full participation of those workers over 65; and

* a reduction of work disincentives in the U.I. program.

Programs providing early warning of lay offs

Notice of 16 weeks must be given to the Minister of Employment and Immigration, the bargaining agent and non-unionized employees in the event of lay off of 50 or more employees in industries covered by federal labour legislation. The employer must co-operate in a joint planning committee to develop an adjustment program. Exclusions: 1, 2, 3, 4, 5, 6. (See Appendix A for the list of exclusions to legislation on early warning of lay offs.)

Programs providing early counselling for those about to be or recently laid off

CJS Skill Investment - Industrial Adjustment Assistance - Contributes up to 50 per cent of the cost of an Industrial Adjustment committee (employer and management representative) to a maximum of $200,000. It can be 100 per cent to a maximum of $100,000 (and up to $500,000 over three years) for agreements with associations.

Training and retraining programs for the unemployed

Community Futures - This program assists communities to help individuals adjust to a changing economic environment.

CJS - Skill Investment - Continuing Employment - Wage subsidy and training subsidy for employers hiring and training workers displaced by technological or market change.

CJS - Job Development - Individually Subsidized Jobs - Training and work experience with wage subsidies and training cost subsidies. This program is for long-term unemployed persons who are referred through a Canada Employment Centre (CEC).

CJS - Job Development - General projects - Training and work experience provided by employers who create projects which involve 3 or more jobs lasting 16 - 52 weeks. It is for those who have been unemployed 24 out of the last 30 weeks and are referred by a CEC.

CJS - Job Entry - Severely Employment - Disadvantaged - Training and work experience for persons who face significant barriers in securing and maintaining employment.

CJS - U.I. Job Creation - Section 38 - For U.I. claimants referred by CEC to work experience projects. Employees receive enhanced U.I. benefits which employers are encouraged to supplement.

Programs to assist specified groups in the labour force

CJS - Job Entry - Work Orientation Workshops - to assist community and business groups to offer work orientation workshops to students who are potential school drop-outs.

CJS - Job Entry - Summer Employment - This program offers employers wage subsidies at the prevailing minimum wage to provide career development opportunities for students.

CJS - Job Entry - Cooperative Education - Provides grants to coordinators to develop co-op educational programs for secondary and post-secondary students.

CJS - Job Entry - Re-entry - Training and work experience for women having difficulty making the transition from home to work.

CJS - Job Entry - Entry Option - Training and work experience for unemployed youth who have been out of school for at least three months and who lack a post-secondary degree or diploma.

Programs to encourage employers to train their own employees

CJS - Skill Investment - Retraining - Provides wages and training costs subsidies to employers who train or retrain workers.

Delivery of workplace training

CJS - Skills Investment - Training Trust Fund - Provides grants of 50 per cent of total contributions in the first year (maximum $200,000), 33 per cent in the second and third (maximum $100,000) to training trust funds set up by employee associations or jointly with a business, organization or Indian band council.

Collection of labour market information; counselling; dissemination of information on labour market programs; forecasting labour market developments

Canadian Occupational Projection System (COPS) - Occupational forecasting system based on modelling and sector-specific research.

Employment and Immigration Canada (EIC) - Economic Services Branch - Publications addressing regional labour market developments.

Programs to encourage mobility and relocation

CJS - Skill Shortages - Relocation and Travel Assistance - Relocation assistance for persons willing to relocate to take employment in occupations designated under the Skills Shortages Program (includes job interviews and temporary employment).

CJS - Skill Investment - Relocation and Travel Assistance - Provides relocation assistance for workers who have lost jobs due to technological or market change, or who are in danger of doing so.

Incentives to train in shortage occupations

CJS - Skill Shortages - Workplace-Based Training - Training costs and wage subsidies to employers to train employed or unemployed persons in areas of current or potential occupational skill shortages.

Income support for trainees

CJS - Participants in CJS programs may (depending on individual circumstances) be eligible for: training/participant allowances; dependant care allowance; living-away-from-home allowance; community allowance while training; and, travel allowance while training.

Special Support Allowances - Provides support allowances to pay child care and transportation costs to participants in training programs who have an annual family income of less than $21,000.

BRITISH COLUMBIA

Training and retraining programs for the unemployed

Remedial and Special Training - Remedial training courses for apprentices.

Simulated Practical Work Experience - Provision of practical on-the-job work experience for unemployed apprentices.

Employment Opportunity Program - Wage subsidy program (50 per cent of wages) for employment of social assistance recipients.

Community Tourism Program - Full wage subsidy program for non-profit organizations directing community tourism development projects employing social assistance recipients.

Environment Youth Program - Wage subsidy to employ social assistance recipients youth on park enhancement projects.

Forestry Enhancement Program - Employment and training for social assistance recipients on forestry enhancement projects.

Job Action Program - Training for social assistance recipients in job search techniques.

Assistance to Employment Programs - A variety of programs to give social assistance recipients work experience, counselling and provide clothing and transportation allowances for social assistance recipients.

Industrial Adjustment Services Program - Represent the province on Assessment Incentive Agreements under the federal Industrial Adjustment Services program.

Programs to assist specified groups in the labour force

Training Opportunities Program - Wage subsidy to employers to provide training and work experience to women, disabled persons, post-secondary graduates and displaced workers.

Personal Placement Program. - Employment of disabled persons in the public service. This is a federal-provincial cost-shared program.

Challenge '88 - Wage subsidy to employers for summer jobs for young people.

Student Venture Loan Program - Loans to young entrepreneurs to start summer businesses.

Programs to encourage employers to train their own employees

Training Investment Program - A program to share the cost of the development and implementation of on-going, long range training processes with employers.

Collection of labour market information; counselling; dissemination of information on labour market programs; forecasting labour market developments

Training and Enterprise Centre Network - Delivery of Ministry programs through offices co-located with Chambers of Commerce and community colleges.

ALBERTA

Strategic focus

Articulated strategy for 1990s with six goals: 1) Increase competitiveness of Alberta employers by developing better human resource planning and training methods; 2) maintain a supply of skilled people who can respond to the needs of the Alberta economy; 3) increase the entry level skills of Albertans; 4) increase the employability of those laid off or about to be laid off; 5) increase the quantity and quality of labour force participation by groups facing barriers to employment; and, 6) increase the amount and availability of significant labour market information.

Programs providing early warning of lay offs

Notice of 4 weeks is required for lay offs of 50 or more employees. Notice is given to the Minister of Labour. Exclusions: 7, 8, 9, 18. (See Appendix A for the list of exclusions to legislation on early warning of lay offs.)

Training and retraining programs for the unemployed

Employment Alternatives Program - Provides subsidies covering 60 per cent of wages and 75 per cent of the costs of formal training for private sector employers. Social assistance recipients and those whose U.I. benefits have been exhausted are eligible. Cost-shared with the federal government.

Alberta Vocational Training Program - Provides grants for tuitions and training allowances for courses lasting from 4 - 52 weeks. The program is for unemployed or underemployed and those skilled in low demand occupations. Participants must undergo vocational counselling.

Employment Skills Program - This is a wage subsidy and training subsidy for social assistance recipients to work in public sector jobs.

Priority Employment Program - Wage subsidy for jobs in the public sector for unemployed persons during winter months (November - April).

Summer Temporary Employment Program - Wage subsidy for jobs in the public sector for unemployed persons during summer months (May - August).

Opportunity Corps - Wages subsidies for work on community projects in 14 communities (primarily in the North). The program is for unemployed persons lacking basic life and work skills.

Alberta Business and Community Development Program - Project-based employment program supporting business and community development for unemployed Alberta residents.

Programs to assist specified groups in the labour force

Alberta Youth Work Experience and Training - Wage subsidies and training subsidies for unemployed youth (16 - 24).

Post-Secondary Internship and Training - Wage subsidies and training subsidies for unemployed and underemployed graduates of post-secondary courses.

Vocational Rehabilitation for Disabled Persons - Varied financial assistance to assist persons with permanent disabilities to work.

Special Placement Work Experience Program - To provide work experience for disabled individuals or unemployed over age 45. Employers receive wage subsidies.

Programs to encourage employers to train their own employees

Alberta Training Program - Funds for training existing employees. Private sector employers with a suitable training plan are eligible.

Tailor-made Training Program - A flexible program to assist new and expanding firms involved in economic diversification of the provincial economy with start-up training costs.

Collection of labour market information; counselling; dissemination of information on labour market programs; forecasting labour market developments

Labour Market Information Centre, Career Information Hotline, Youth Employment Services Centre, Career Development Centres. Support for Special Needs Groups - Funding to non-profit organizations providing employment placement and counselling to specific target groups.

SASKATCHEWAN

Training and retraining programs for the unemployed

Saskatchewan Skills Development Program - Adult Basic Education, technical and vocational training and career counselling for social assistance recipients. Cost-shared with the federal government.

New Careers Corp. - Individually designed programs of training and employment for social assistance recipients.

Saskatchewan Works - Funds projects for social assistance recipients to acquire new job skills. This program is cost-shared with the federal government.

Programs to assist specified groups in the labour force

Non-Status Indian and Metis Program - Adult Basic Education, career counselling, referrals and training allowances for non-status Indians and Metis people.

Saskatchewan Urban Native Teachers Employment Program - Teacher training for non-status Indian and Metis people.

Native Career Development Program - Practical experience, formal training and individualized tutoring for Natives.

Opportunities - Grants to employers for jobs for students attending post-secondary institutions.

Labour market planning and training for major projects

Major Projects Unit - Promotes the hiring of Saskatchewan residents on major construction projects as well as co-ordinating training and employment opportunities for identified target groups on these projects.

MANITOBA

Programs providing early warning of lay offs

Notice period of 10 - 18 weeks depending on the size of the lay off (starting at 50 employees) to the Minister of Labour, union and individual non-union employees. The Minister may require an adjustment committee. Exclusions: 1, 7, 8, 9, 10, 11, 12, 13, 14, 15. (See Appendix A for the list of exclusions to legislation on early warning of lay offs).

Programs providing early counselling for those about to be or recently laid off

Employment Adjustment Program - Consultative and financial assistance in employment adjustment situations.

Training and retraining programs for the unemployed

Technical Training Centre - Computer assisted training for employees or unemployed under EIC sponsorship.

Employment and Training, Core Area Initiative - Identifies jobs and arranges training for unemployed persons in the Winnipeg core area. Cost-shared federal-provincial-municipal.

Human Resources Opportunity Centres - Counselling, training and controlled work experiences for those with serious vocational problems. Cost-shared with the federal government.

New Careers - On-the-job training and education for unemployed and underemployed. Federal and provincial funded.

Selkirk Training Plant - Life skills training and on-the-job training in woodwork and metalwork skills.

Single Parent Job Access - Counselling, skills training, on-the-job work experience for social assistance recipients.

Job Access for Young Adults - Social assistance recipients - Combined post-secondary education and work experience.

Community Based Employability Enhancement - Provides grants to non-profit organizations to provide skills training, educational upgrading, work experience. Social assistance recipients 18-24 years old and disabled social assistance recipients.

Gateway - Classroom instruction and on-the-job training for social assistance recipients.

Job Training for Tomorrow - Wage assistance to create incremental jobs. Program training analysts assist employers in developing training plans.

Programs to assist specified groups in the labour force

Variety of university and community college programs (nursing, education, engineering, social work, etc.) designed for disadvantaged persons, particularly of Native ancestry.

Women in Non-Traditional or Technical Occupations - A component of Job Training for Tomorrow to encourage training positions for women in non-traditional occupations.

Manitoba Careerstart '88 - Wage assistance grants to create summer jobs for students and unemployed youth.

Student Temporary Employment Program - Funding for students to work on projects within the provincial government.

Northern Youth Corps - Summer work on projects of a community improvement nature for unemployed northern youth. Cost-shared with the federal government.

Lake Winnipegosis Employment Opportunities Program - Interim employment for fisherman affected by closure of the Lake Winnipegosis Fall commercial fishing industry.

Various ESL Programs - (English in the Workplace; English at home; English for Academic purposes; English for Job Finding purposes).

Immigration and Settlement - Various programs and support to immigrants including wage assistance to employers giving trained immigrants Canadian work experience.

Collection of labour market information; counselling; dissemination of information on labour market programs; forecasting labour market developments

Manitoba Youth Job Centres - Place youths in summer jobs (Works in co-operation with CECs).

Job Opportunity Service - Centralized job referral and placement for jobs within provincial government programs. Also assistance in job search preparation. For students, youth and unemployed.

Human Resources Opportunity Program - Counselling and placement into training and work-experience. For persons requiring assistance to enter the workforce.

Northern Employment Support Services - Delivery for labour market programs and co-ordination of departmental information.

Southern Employment Resources Centres - Delivery for labour market programs and co-ordination of information.

Models for achieving consensus and advising government

Workplace Innovation Centre - Dealing with organization and technological change. Facilitates joint labour management planning for change through a board of directors involving management, labour, post-secondary education, government and community representatives.

Programs to encourage mobility and relocation

Relocation Program - Counselling and financial assistance for relocating northern residents to communities where work is available.

Labour market planning and training for major projects

Training for the Limestone Project - Limestone Training and Employment Agency co-ordinates all direct and indirect training for the Limestone Project. Includes simulated training at Thompson, community based training and institutional training. Designed to aid northern residents.

ONTARIO

Strategic focus

The Ontario training system for the 1990s will focus on: 1) private sector playing an increased role in skills training; 2) making opportunities for training available to all who wish to upgrade their skills; 3) skills training widely accessible with adequate income support; 4) institutions providing a relevant foundation of skills and being more adaptive to new economic demands; 5) strong partnerships among employers, employees, unions, community organizations, public and private training institutions; and, 6) governments providing sufficient support to realize these goals.

Programs providing early warning of lay offs

Notice period from 8 - 16 weeks depending on the size of the lay off (starts at 50 employees) to the Minister of Labour and each person terminated. If less than 10 per cent of the workforce is laid off, individual notice applies, unless a permanent closure is involved. The Minister can require information on the economic circumstances of terminations, planned consultations and proposed adjustment measures. Exclusions: 1, 3, 4, 5, 7, 9, 10, 11, 12, 13, 14, 15. (See Appendix A for the list of exclusions to legislation on early warning of lay offs.)

Training and retraining programs for the unemployed

Futures - The government subsidizes employment at the minimum wage level for participants 15 - 24 who have been unemployed for a period of time.

Transitions - Up to $5000/participant over a two-year period is paid to employers for employment related training of workers over 45, who have been laid off because of plant closures, work shortages or business failures. It includes the option of taking $5000 worth of training.

Pre-employment preparation - Provides training for youth in how to find and keep a job. Pays a training allowance and participants are eligible for support allowances.

Work Experience Placements For Youth - Program pays minimum wage to participants who are working and training with an employer for up to 16 weeks.

One-year Guarantee Option For Youth - Guarantees a one-year work placement which the government subsidizes at minimum wage. The program is for those who haven't completed Grade 12 and agree to earn at least one high school credit during that year.

Part-time Work - Part-time School - The government finds a part-time job and pays minimum wage and a training allowance for participants who are attending school part-time and earning at least three high school credits. The program is for youth who haven't completed Grade 12.

Programs to assist specified groups in the labour force

Summer Experience in the Trades - Payment of $1000/youth to employers to hire high school students for summer jobs related to skilled occupations.

Student Workplace Apprenticeship Program (SWAP) - To allow students a chance to complete high school and gain apprenticeship training at the same time. Programs to be worked out in individual communities between employers, school boards, local Chambers of Commerce, unions, community industrial training committees, industry, education councils and industrial training consultants.

Ontario Traineeship Program. - On-the-job and classroom training for youth leaving high school. Up to $4500/trainee/yr. Employer gets $3000 to cover on-the-job and in-school training costs. Provides broader, less specific skills than apprenticeship and is of shorter duration training than apprenticeship.

Summer Employment - Program provides a wage subsidy to encourage hiring additional 15 - 24 year old summer help.

Environmental Youth Corps - Funds to cover wages and administration costs for projects contributing to conservation, environmental protection and resource management. Project participants are to be 15-24 year olds.

Ontario Basic Skills - Reading, writing, mathematics, basic computer skills and life skills courses available without charge at community colleges to those over 25 years old.

Start Up - Interest-free loans for youth to start summer or permanent businesses.

Community Action Funds - Funds for community and private sector organizations who sponsor innovative employment and skills training projects for youth.

Youth Employment Counselling Centres - Matched funds up to $110,000 for community-based organizations establishing employment counselling centres for youth.

Special Project Fund - Funds for non-profit organizations and colleges for projects to improve access to skills training by under-represented groups.

Ontario Community Literacy - Funds for non-profit community based organizations interested in establishing basic literacy programs.

Programs to encourage employers to train their own employees

Training Consulting Services - Consultants in Skills Development Offices are available to assess training needs and develop training plans. Emphasis on smaller (<200 employees) firms.

Ontario Skills - Provides grants of 80 per cent of the costs of training for small employers (60 per cent for employers with over 200 employees). Must be accompanied by a Skills Development Office training plan.

Ontario Basic Skills in the Workplace - Province pays 100 per cent of costs of basic skills training in the workplace (reading, writing and math skills) May be sponsored by employers, unions or employee organizations.

Trades updating - Upgrading courses for skilled workers at no cost to participants, at Ontario colleges, in the workplace, or by outside training agencies.

Technicians and Technologists - Skills upgrading courses are paid by Province. Industry is consulted on course content.

Ontario Training Trust Funds - Joint employer - employee boards to administer funds contributed by employers and employees for employment-related training. Province will match funds up to $100,000.

Delivery of employer-based training

Training Materials Development Fund - Covers some of the costs of developing instructional materials for use in workplace training.

Collection of labour market information; counselling; dissemination of information on labour market programs; forecasting labour market developments

Youth Hotline and Training Hotline - Toll-free numbers for information on government programs.

Models for achieving consensus and advising government

Ontario Training Corporation - Partnership of business, labour, government, educators and the training community. Designed to promote and develop workplace training.

QUEBEC

Programs providing early warning of lay offs

Notice of 2 - 4 months to the Minister of Labour and Manpower (depending on the size of the lay off (starts at 10 employees). The Minister may require the employer to take part in a joint committee. Exclusions: 1, 4, 7, 8. (See Appendix A for the list of exclusions to legislation on early warning of lay offs.)

Training and retraining programs for the unemployed

Community work - For social assistance recipients under 30 years of age to work on community service projects.

Measures to assist employers hiring people experiencing major difficulties entering the workforce. For social assistance recipients who have completed their training programs.

Post secondary education for single parents - Subsidizes costs of post secondary education for single parents on social assistance.

High school completion for social assistance recipients - For social assistance recipients to complete high school.

Workplace training - To permit social assistance recipients to get experience and workplace training. Training at the workplace or at a training institute.

Programs to assist specified groups in the labour force

Workplace transition - Occupational orientation program for women re-entering the work force.

Measures to assist non-profit organizations providing counselling services to specific target groups - i.e. disabled persons, women re-entering the labour force, youth, alcoholics, ex-convicts.

Financial assistance for low-wage workers with dependent children.

Programs to encourage employers to train their own employees

Program to encourage training by employers - Provides assistance with developing human resources development plans and implementing those plans. For employers with less than 200 employees.

Upgrading and retraining. - Provides training for those already employed, those affected by technological change, and those trying to enter the labour force. Average duration of training is two weeks.

NEW BRUNSWICK

Programs providing early warning of lay offs

Six weeks notice to the Minister of Labour, bargaining agent and individual employees with lay off of more than 10 employees if they constitute at least 25 per cent of the workforce. Exclusions: 3, 7, 9, 14, 16. (See Appendix A for the list of exclusions to legislation on early warning of lay offs.)

Programs providing early counselling for those about to be or recently laid off

Job Search Seminar - Job search, interview techniques and resume writing for workers affected by a mass lay off.

Immediate response - Funds made quickly available for projects which don't fit other criteria for employers and employees threatened by mass lay offs.

Training and retraining programs for the unemployed

Partners 2000 - Enterprise - Wage subsidy for permanent new jobs in private businesses for unemployed. Enhanced initiative for youth, social assistance recipients, disabled.

New Brunswick Entrepreneur - Guaranteed loans up to $10,000 for new small businesses and payment of interest in the first year. The program is for unemployed workers with priority to women, youth, disabled.

Partners 2000 - Tourism Improvement - Wage subsidy support to hire unemployed workers for development or expansion of private tourist facilities.

Community 2000 - Contribution New Brunswick - Wage subsidies for short term jobs in non-profit organizations for unemployed workers with priority to women, natives and disabled.

Community 2000 - Employment Access - Short term jobs in provincial government for the unemployed with priority to U.I. exhaustees and social assistance recipients.

Response 2000 - Flexible means to respond to unanticipated demand not amenable to established programs.

Job Access - Short term jobs in provincial government or non-profit organizations for social assistance recipients.

Industrial Diversification Program (Fisheries) - 50 per cent wage reimbursement to employers who diversify and hire former workers in the crab fishery.

Programs to assist specified groups in the labour force

Youth in Business - Wage subsidies for permanent new private sector jobs for youth.

Youth Access - Short term jobs in provincial government departments and agencies.

Challenge '88 - Wage subsidies for student summer jobs in the private sector, municipalities and non-profit organizations.

J.E.T. Stream - Student summer jobs with the provincial government.

Student Venture Capital - Guaranteed loans of up to $3,000 for students to operate their own summer business. Interest paid until October 15.

NOVA SCOTIA

Programs providing early warning of lay offs

Notice of 8 - 16 weeks to the Minister of Labour and individual employees depending on the size of the lay off (from 10 employees). Exclusions: 1, 3, 7, 9, 11, 14. (See Appendix A for the list of exclusions to legislation on early warning of lay offs.)

Training and retraining programs for the unemployed

Nova Scotia Training and Employment Program - Targeted to new full-time employees with low level skills.

Programs to assist specified groups in the labour force

Various programs for youth - Training and Employment program; SEED program; Work Orientation Workshop; Youth Entrepreneur Skills Program; Public Sector Employment Program; Primary Resource Employment Program; Job Experience Training for Students; Spring Hill Miners; Program for Disabled; Land and Forest Employment Program; Project NOVA (New Opportunities and Vocational Alternatives for Youth).

Collection of labour market information; counselling; dissemination of information on labour market programs; forecasting labour market developments

Youth Initiatives Office - Counselling and distribution of labour market programs information to unemployed youth.

Vocational Assessment Service - Vocational assessments of early school leavers, potential early school leavers, individuals considering training, displaced workers and women re-entering the workforce.

PRINCE EDWARD ISLAND

Training and retraining programs for the unemployed

Employment Enhancement - Full time academic and employment skills training to enhance the employability of long-term social assistance recipients.

Programs to assist specified groups in the labour force

Jobs for Youth - Wage subsidies for work experience for students and youth (16 -29 years) and assistance to establish small businesses.

NEWFOUNDLAND

Programs providing early warning of lay offs

Notice of 8 - 16 weeks, including reasons for termination, depending on the size of the lay off (starts at 50 employees). Notice goes to the Minister of Labour. Exclusions: 1, 3, 7, 8, 11, 12, 13, 14, 15. (See Appendix A for the list of exclusions to legislation on early warning of lay offs.)

Training and retraining programs for the unemployed

Private Sector Employment Program - Wage subsidy for work experience with a maximum subsidy duration 52 weeks. The program has a target of 40 per cent youth participation.

Employment Enhancement Program - Combination of training and work experience for social assistance recipients. Cost-shared with the federal government.

Community Development Program - Work experience on projects aimed at community development for social assistance recipients.

Programs to assist specified groups in the labour force

Graduate Employment Program - Wage subsidy to assist employers hiring post secondary graduates in jobs relating to their field of study.

Occupational Integration for Women - Wage subsidy to assist employers to hire women in non-traditional occupations.

Vocational Rehabilitation Program - For persons with disabilities wishing to upgrade their vocational skills.

Collection of labour market information; counselling; dissemination of information on labour market programs; forecasting labour market developments

Career Information Hotline - Toll-free access to counsellors knowledgeable about a broad range of labour market matters.

Incentives to train in shortage occupations

Career Development Awards Program - Grants to residents of Newfoundland who wish to pursue post-secondary work in disciplines related to offshore exploration, development and production.

Department of Health Bursaries - Incentives in the form of bursaries to people who undergo studies in health occupations which have skill shortages.

NORTHWEST TERRITORIES

Strategic focus

Labour market strategy for the 1990s has the following goals: 1) enhanced access to jobs for Northerners through effectively planned education and training programs; 2) an informed population able to make choices to satisfy needs for employment and career growth; and, 3) a stable, skilled workforce capable of taking advantage of existing and proposed employment opportunities.

Training and retraining programs for the unemployed

Employability Enhancement Agreement - Jobs training program for social assistance recipients.

Programs to assist specified groups in the labour force

Adult Basic Education - Community-based academic upgrading aimed at educationally disadvantaged (primarily native).

N.W.T. Literacy - For educationally disadvantaged - primarily native.

Health Career Prep - Science courses for native people to prepare them for entry to health professional programs.

Government In-Service Apprenticeship Training Program - Apprenticeship training in government jobs for native Northerners and those born in the N.W.T.

Apprenticeship Training Assistance - Subsidy to private sector employers to train apprentices. Enhanced funding for natives and women.

Training-on-the-Job Assistance Program - Wage subsidy to small businesses to train Northerners.

Collection of labour market information; counselling; dissemination of information on labour market programs; forecasting labour market developments

Education's Northern Training and Employment Register (ENTER) - Database with information on education levels, training, work experience, mobility and desires for specific training or employment. Collected on residents who are interested in employment and/or training. Used to support employment programming, identify potential workers for projects and economic initiatives and assist Arctic College in planning training programs. Will allow tracking of results of training programs.

Incentives to train in shortage occupations

Promotion of specific selected professions in Territories - wide campaign. Use of newspapers, radio, television, video, career materials and posters to increase awareness and knowledge about selected careers.

Labour market planning and training for major projects

Training for major projects cost-shared between the contractor, CEIC, Government of NWT and Arctic College. The goal is to give local residents an opportunity to work on major projects.

YUKON

Programs providing early warning of lay offs

Notices of 4 - 16 weeks to the Director of Employment Standards depending on the size of the lay off (from 25 employees). Also 4 weeks notice of temporary lay offs of 50 or more employees. Exclusions: 3, 4, 7, 8, 11. (See Appendix A for the list of exclusions to legislation on early warning of lay offs.)

Training and retraining programs for the unemployed

Yukon Employment Incentive Program - Wage subsidy for employment and training opportunities for social assistance recipients.

Youth Employment and Training Program - Wage subsidies and training expenses to provide on-the-job training and work experience for unemployed youth.

Programs to assist specified groups in the labour force

Canada/Yukon Summer Program - Challenge '89 - Wage subsidy to create summer employment for youth.

Yukon Training Opportunities Program - Training subsidy to provide Yukoners with training opportunities in government departments.

Programs to encourage employers to train their own employees

Human Resource Consultative Services Program - Assistance to employers in developing and implementing a human resource development plan.

Apprentice Incentive Marketing - Wage subsidy to encourage new apprenticeship opportunities for Yukoners.

Programs to encourage employed workers to retrain

Canada/Yukon Small Business Retraining Program - Wage subsidies and assistance for training costs to assist employed workers to obtain new skills in response to changing technology and markets.

APPENDIX A

Exclusions to legislation dealing with group lay off provisions

Legislation dealing with notice of group lay offs in Canada exclude certain situations in which lay offs are not regarded as terminations. They include the following definitions of when a layoff is not deemed a termination:

1) it is the result of a strike or lock-out,
2) the layoff is mandatory pursuant to a collective agreement,
3) the term of the layoff is less than 3 months or temporary,
4) the term of layoff is for more than 3 months but the employee will be recalled within 6 months of the layoff or within some specified period,
5) the term of the layoff is more than 3 months but the employee continues to receive employer-paid or supplemental unemployment benefits, etc.,
6) the layoff is for more than 3 months but less than 12 months and the employee retains recall rights,
7) the contract of employment is impossible to perform because of some unforeseen event,
8) the employee is employed on a seasonal basis,
9) employee is employed for a definite term or task not exceeding 12 months,
10) employee has been guilty of willful misconduct of disobedience or willful neglect of duty that has not been condoned by employer,
11) employee refuses reasonable alternative work
12) employee refuses work made available through a seniority system,
13) the employee is employed under an agreement by which he or she can elect not to work for a temporary period,
14) employee retires under a bona fide retirement plan,
15) employee is on layoff and does not return to work within a reasonable time after being requested to do so by his employer,
16) termination or layoff results from the normal seasonal reduction, closure or suspension of an operation,
17) employee discharged for just cause,
18) would be unreasonable in all the circumstances for employer to give notice.